



Battelle for Kids

An Overview

Battelle for Kids is a national, not-for-profit organization that provides strategic counsel and innovative solutions for today's complex educational-improvement challenges. Our mission-driven team of education, technology, communications and business professionals specializes in creating strategies that advance the development of human capital, the use of strategic measures, the implementation of effective practices and communication with all stakeholders in schools. We believe this combination of the right people, measures, practices and messages is the key to transformational change in education that results in all students graduating college- and career-ready.

We partner with state departments of education, school districts and education-focused organizations to advance our shared goals of: **improving teaching effectiveness and student progress; informing instructional practice in real time; recognizing and rewarding teaching excellence; and aligning goals and maximizing impact in schools.**

Our Mission: Bringing Clarity to School Improvement

Improving Teaching Effectiveness & Student Progress

For nearly a decade, Battelle for Kids has helped educators use **value-added analysis** to empower their decision-making. Value-added analysis, when combined with multiple measures, provides the greatest insight into the impact schools and teachers have on student performance. As a result, educators are using this information to rethink and transform the way they approach teaching and student learning. Partnering with state departments of education, large urban districts and others, we apply our expertise to address the complexities associated with effectively implementing large-scale value-added initiatives, including:

Improving Data Quality

- Improving the accuracy and transparency of teacher and student attribution using the patent-pending BFK•Link™ solution. This Web-based solution allows users to link teachers to students and verify classroom rosters.
- Helping identify and collect the data elements required for value-added analysis.

Building Capacity

- Delivering online professional development to help educators learn to apply value-added information through the BFK•Learn™ solution, our online learning management service of courses and personalized learning paths.
- Implementing train-the-trainer professional development models to effectively build capacity among large and diverse audiences.
- Helping educators understand the connection between value-added analysis and school improvement using the BFK•Focus™ online module for data-based goal setting.
- Using print, interactive and other communications resources about value-added analysis to complement professional development efforts.

Communicating with Stakeholders & Managing Change

- Developing and implementing strategic communications plans designed to build awareness, increase understanding and cultivate commitment to value-added analysis among key stakeholders.
- Integrating all internal and external information about a value-added program into a Web portal with single sign-in to access important updates and messaging using the BFK•Communicate™ portal solution.

Informing Instructional Practice in Real Time

When teachers practice high-quality assessment *for* learning, student progress accelerates. Assessment training and support are necessary to help teachers use **formative instructional practices** to guide their decision-making. For six years, Battelle for Kids has partnered with national assessment experts to develop a network to support the implementation of formative instruction. We help teachers and principals discover the power of improved, high-quality formative instructional practices to accelerate student learning by:

Building Capacity

- Delivering online and face-to-face professional development to school leaders and teachers to facilitate their understanding and use of formative instructional practices through the BFK•Learn solution.
- Implementing follow-up systems to support teachers' and principals' ongoing use of formative instructional practices.

Communicating with Stakeholders & Managing Change

- Developing strategies and communications vehicles to connect formative instructional practices with improving student performance.
- Utilizing the BFK•Communicate portal solution to deliver Web, print and video communications.

Selecting, Developing & Rewarding Effective Educators

Having the right people in our classrooms and schools is the key to accelerating student learning, transforming our education system and arming students with the knowledge and skills they need to succeed in college, the workforce and life. Battelle for Kids partners with school districts and state education agencies to design and implement comprehensive human capital strategies that guide their efforts to successfully select, develop, reward and retain effective educators. A critical part of any human capital reform plan is using multiple data points to inform the employee selection and induction process. Additionally, many districts are exploring opportunities to reward highly effective educators in ways that are motivating, encouraging and work to achieve district strategic goals and boost student learning. Battelle for Kids provides strategic communications, professional development and technology solutions to help schools address human capital opportunities and implementation challenges, around:

Implementing Fair and Effective Hiring & Selection Processes

- Using the BFK•Select™ approach to help design and implement fair, accurate and efficient hiring procedures to identify the most qualified candidates for a position and inform career ladder decisions.
- Choosing and gathering multiple data points to guide the employee selection and induction process.

Supporting Professional Learning & Communicating with All Stakeholders

- Developing and implementing strategic communications plans designed to cultivate support for strategic compensation among key stakeholders, including union leaders, teachers, business and community leaders and others.
- Delivering online learning to help educators explore, design, implement and manage strategic compensation programs that best fit their district's strategic direction and focus.
- Uncovering and replicating the practices of highly effective educators that positively impact student gains.
- Integrating all information about a strategic compensation program, including internal and external communications using the BFK•Communicate™ portal solution.

Designing Recognition & Award Models, Including Strategic Compensation

- Designing personalized systems that align with a district's strategic goals.
- Designing systems that can be supported by a district's existing data.
- Providing strategic counsel and support for incorporating value-added analysis into educational-improvement models/frameworks and award program eligibility requirements.
- Improving the accuracy and transparency of teacher and student attribution and employee assignments using the patent-pending BFK•Link solution.
- Creating solution maps that model the required data transactions for strategic compensation.
- Helping identify and collect all required data elements for strategic compensation.
- Determining employee eligibility for awards using the BFK•Report™ application.
- Calculating and displaying employee awards in a Web-based platform using the BFK•Report application.
- Collecting and monitoring employee inquiries and delivering resolutions through the BFK•Support™ online module.

Aligning Goals & Maximizing Impact in Schools

Every school district employee plays an important role in providing a learning experience and environment that accelerates student academic progress. Using best practices from education and business, Battelle for Kids provides strategic counsel to help school districts design and implement personalized, data-based **performance management systems**. These comprehensive systems enable districts to align their goals, use data and develop employees' knowledge and skills to build a continuous culture of learning that results in improved student outcomes. We deliver solutions that address the challenges with implementing these systems, including:

Designing Performance Management Models

- Designing personalized systems and models that align with a district's strategic goals.
- Designing systems that can be supported by a district's existing data as well as exploring other innovative data sources.
- Helping define new data elements that may be required.

Improving Data Quality

- Creating solution maps that model required data transactions.
- Identifying and collecting the required data elements.

Communicating with Stakeholders & Managing Change

- Developing strategic communications plans designed to increase understanding of and support for performance management.
- Integrating all program-related information using the BFK•Communicate portal solution.

Creating Scorecards

- Calculating and displaying district, school and department metrics using the BFK•Report application.

